

Minutes of the Total Rewards Advisory Committee Meeting
Zoom
December 16, 2024
1:00 pm to 3:00 pm

A meeting of the Total Rewards Advisory Committee was convened via zoom at 1:00 P.M., on Monday, December 16, 2024. Marsha Fischer, Vice President of Human Resources, presided over the meeting.

Present:

Marsha Fischer, Chair, Chief HR Officer of Human Resources
Jessica Baker, Co-Chair, Assistant Vice President, Human Resources – UM System
Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC
Brianna Portmann, Senior. Program Manager, General Education - UMKC
John Clark, Associate Professor, Finance - UMKC
Clair Ann Reynolds Kueny, Associate Professor, Psychological Science – S&T
Kris Hagglund, Dean, Health Professions – MU
Brian Hensel, Asoc Teaching Professor, Health Sciences – MU
Harry Harris, Assistant Director Student Support Services, College of Nursing – UMSL
Melanie Keeney, Associate Director, Marketing and Communications – S&T
Amber Candela, Asoc Professor, College of Education – UMSL
Kim Foley, Senior Executive Assistant, Vice Chancellors Office - MU

Absent:

Ginger Gibson, Nursing OR Supervisor, Recovery – MUHC
Ravish Mehta, DB Programmer Analyst-Principal, Admin Info Technology – UM System
Betsy Garrett, Emeritus, Family & Community Medicine - MU

Also Present:

Carol Wilson, Director, Benefits, Human Resources – UM System
Cari Lyman, Director, Retirement, Human Resources – UM System
Melinda Adams, Assistant Vice President, Human Resources – UM System
Ashley Rogers, Director, Finance – UM System
Jessica Opie, Asst Controller, Finance – UM System
Eric Vogelweid, Controller, Finance – UM System
Casey Owens, Asoc Director, Internal Communications – UM System
Caitlin Beal, HR Consultant, Benefits, Human Resources – UM System
Tammy Huf, Client Management – Optum Health

Call to Order and Approval of Minutes

Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting minutes from September 25, 2024. Motion to approve was given by Kris Hagglund and seconded by Bob Piepho. Committee voted to approve, none opposed, no abstentions.

Annual Enrollment Report

Carol Wilson provided TRAC with a recap of Annual Enrollment outcomes. Discussion included reviewing medical plan migration and enrollment statistics by plan and by campus.

Calm Demo

Tammy Huf with Optum Health gave a demo of the Calm program features. The program is available for all employees and their dependents (16 years and older) at no additional cost as part of the University's EAP program. Employees who are not enrolled in a health plan, are eligible for Calm. Employees enrolled in a health plan with the University are eligible for both Calm and Calm Health which includes additional clinical programs. Casey Owens is working on a toolkit which will include flyers that can be distributed. She will share these tools with TRAC as well.

Benefit Plan Request for Proposal (RFP) Updates

Carol Wilson provided an update on the RFP process for several services:

- Health Payment Account RFP: a zero cost, zero interest line of credit to pay for medical expenses.
 - Vendor presentations occurred last week and follow up questions are currently in progress.
 - Tentative soft launch effective 7/1/25 for employees in the Healthy Savings Plan with a possibility for expansion to all employees 1/1/26.
- Medical and Pharmacy RFP
 - RFP has been posted and we are currently accepting bids.
 - Expect to provide recommendation to the Board of Curators in May 2025.

Medical Plan Financials

Eric updated TRAC on the recent claims trends for the medical plans. More information will be shared in upcoming meetings.

FLSA Update

Jessica Baker shared that all components of the new FLSA regulation was overturned in November 2024. The university will not implement the new minimum salary threshold, which was scheduled to take effect on January 1.

The meeting was adjourned at 1:56 P.M. on Monday, December 16, 2024.